



## From the Desk of the Fire Chief

Full-Time Employment Opportunity

Firefighter/EMT

Starting Pay Grade 1: \$59,381 (five graduated pay grades with a top pay grade of \$69,427).

Anticipated Start Date: TBD

Harris County ESD No. 24, Aldine Fire & Rescue, is currently seeking qualified applicants for the position of Full-Time Firefighter/EMT. The position will require the individual to work a set 48/96, FLSA compliant work schedule. The position will also require that the individual(s) chosen to have **no other full-time employment commitments with any** other business or organization. Please read the qualifications for this position carefully. Consideration will be given only to those who meet all of the eligibility requirements listed. You may download an application from our website at [www.aldinefirerescue.com](http://www.aldinefirerescue.com) or receive a copy from Station 31 located at 20440 Imperial Valley Dr. Houston, TX 77073 Monday through Friday from 8 a.m. to 5 p.m.

### Eligibility Requirements:

1. High School Diploma or GED.
2. Current certification in Basic Structure Fire Suppression through the Texas Commission on Fire Protection.
3. Current EMT-B certification through the Texas Department of State Health Services.
4. Current State of Texas Class C driver's license (must obtain a Texas Class B driver's license within one-year of employment with the District).

### Eligibility Preferences:

1. Prior work history with a TCFP regulated fire department.
2. A degree or credits hours from a regionally or nationally accredited college or university included in applicants' institutional degree or program plan.
3. NIMS 100, 200, 700, 800.
4. Courage to be Safe certificate.
5. State of Texas Class B driver's license.
6. Defensive driving course (DDC).

### Benefits:

1. UnitedHealthcare EPO Premier Plan paid by the District at 100% employee, with an **above area average** 96% paid for family, spouse, and/or children.
2. TCDRS retirement **above area average** of 15.75% employer, 7% employee (2.25/1) match.
3. Additionally, the District provides **at no cost** to the employee:
  - a. Life and AD&D insurance of \$100,000.
  - b. Short-term and long-term disability insurance.
  - c. Life insurance of \$10,000 for employee spouse and \$5,000 for employee children.
  - d. AFLAC Accident Advantage insurance for employee and employee family.

- e. Workers compensation insurance.
- f. Yearly NFPA 1582 Firefighter Wellness Exam.
- g. Substantial yearly uniform and footwear allowances.
- h. TCFP and TDSHS certification fees.
- 4. Additional no cost benefits include:
  - a. Graduated increase of paid time off (PTO) from date of hire with accrual and a sell-back option.
  - b. Paid sick leave and sick leave accrual (after one-year probationary period).
  - c. Available 457 deferred compensation retirement plan.
  - d. Maternity leave.
  - e. Bereavement leave.
  - f. Higher education reimbursement.
  - g. Double base pay rate on seven District recognized holidays (when worked).
  - h. Out of classification (ride up) pay.
  - i. Five (5) graduated pay grades per rank.
  - j. Respectful, equitable, friendly, and professional atmosphere.
  - k. Modern fire apparatus, equipment, and facilities.

#### Hiring Process:

1. Provide a completed application.
2. Provide a current resume.
3. Provide three, non-family references.
4. Complete an oral review process.
5. Complete a physical ability assessment.

#### Upon Offer of Employment:

1. At District expense, complete a criminal history background check. \*\*
2. At District expense, complete a pre-employment drug screen.
3. At candidate expense, provide documentation by a **board-certified physician** that the candidate has been given a complete physical, or documentation to such within 12 months preceding the application.

The application period commences at 9 a.m. on 04/27/2022 and ends at 9 a.m. on 05/27/2022. Applications received prior to and after the given dates and times will not be considered. If you have any questions about the application process or the benefits, please email the Office Manager Aamanda Carrier at [aamanda.carrier@hcesd24.org](mailto:aamanda.carrier@hcesd24.org) or call 281-951-3700. **All applicants will receive an email as to if and when any additional phases of the employment process will be offered.**

*\*Based on an average of 2912 hours worked including all base pay and all estimated regularly occurring FLSA overtime.*

*\*\*Criminal convictions, pleas of guilty or no contest will take into consideration the nature and gravity of the offense, elapsed time since the offense, and position sought with the District.*

This announcement and the acceptance of the employment application process forms no right or guarantee that employment will be offered or granted.

**Harris County ESD No. 24/Aldine Fire & Rescue is an Equal Opportunity Employer**

05/01/2022